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A Lean HR-Based Approach to Workforce Development and KPI-Driven Performance Management in Adobe Production


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ABSTRACT
This study argues that modernizing and enhancing adobe production's competitiveness in sustainable construction requires implementing lean human resource management, with a focus on workforce training and development and KPI-driven performance management. While adobe production is valued for its sustainability benefits and use of local resources, its largely labor-intensive nature makes human resource management central to operational success. Currently, the lack of standardized training, performance evaluation, and structured KPI frameworks leads to production inefficiencies and inconsistent quality.

By adopting a conceptual approach grounded in lean principles, the study identifies key workforce-related challenges, including skill variability and inadequate performance monitoring. It proposes a framework in which improved training systems, standardized evaluation, and process-oriented KPIs drive continuous improvement. The proposed model integrates three core dimensions: workforce capability development, process standardization, and KPI-based performance monitoring. These dimensions are structured within a continuous feedback loop, where performance data informs training needs and process improvements, ensuring dynamic alignment between human resources and production objectives. The model thus enables a sustainable and scalable performance management system tailored to labor-intensive adobe production environments.

The study concludes that structured, data-driven human resource systems, aligned with clear KPIs, not only enhance consistency, efficiency, and sustainability in adobe production but are also essential for its future viability.

KEYWORDS:
Adobe Production, Lean Human Resource Management, Workforce Training and Development, Performance Measurement, KPI Systems, Sustainable Construction